

Physically Fit Does it Matter?



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Being Physically Fit Matters



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Benefits

- Public Perception
- Reduced Sick leave
- Reduced Stress
- Individual and Group Confidence
- Self Esteem

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Validation Process

- Eight Deputies Selected
- From All Divisions
- 4 Female
- 4 Male
- All ages
- Established standards specific to Job Functions.

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Minimum Standards

- 1.5 Mile Run in 16 Minutes or less
- Bench Press 70% of Deputy's Body Weight
- 30 Sit-ups in 1 minute
- 25 Push-ups no time limit
- Vertical Jump 13"
- 300 Meter Sprint 1:12 (eliminated)

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Master Standards

- 1.5 Mile Run in 14 Minutes or less
- Bench Press 85% of Deputy's Body Weight
- 45 Sit-ups in 1 minute
- 35 Push-ups no time limit
- Vertical Jump 18"

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Elite Standards

- 1.5 Mile Run in 12 Minutes or less
- Bench Press 100% of Deputy's Body Weight
- 52 Sit-ups in 1 minute
- 50 Push-ups no time limit
- Vertical Jump 24"

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Incentives

- Elite:
Any age 8 hours off with pay
- Master:
Females of any age, or Males 40 years or older
8 hours off with pay
- Performance Appraisal System



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Issues

- Policy Phase in to Permanent
- Medical Assessment For Deputies 40 and over. Paid For at County Expense
- 5 year process 2 years warning 3 years of testing.
- Testing Conducted by Certified Fitness Coordinators. Supervised by Wellness Coordinator and Training Officer
- Remedial Training Program a Must on initial Testing.

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Responsibilities

- **Organization**
 Work Environment:
 Professional and a Desired Life Style.
 Facilities (Must have a fitness Facility)
 If Possible on Duty Time for Work Out.
 Record keeping
 Education
 Confidentiality
- **Individual**
 Maintain a Level of Fitness to Perform the Essential Duties of his or her position
 Test Yearly

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Success Rate

- 2005 94%:
189 Deputies Assigned
11 Deputies initially on remedial training
- 2006 96%:
8 Have not successfully completed
6 Medical Restrictions
2 Other

Not the same individuals

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No Excuses

- Deputy Ron Fielding Age 69 Passed First Time.
- Deputy Bob Hunt Age 67 partial Lung Removal Passed.

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